Covid-19 Return-to-Campus Decision Tree
For Yellow Status
(Includes Faculty, Staff and Student Employees)
5/29/20

Have requirements and recommendations in the appropriate institutional COVID-19 safety plans been met?

- Maintain remote working
- Assess productivity
- Plan for times work can be performed onsite

Has the supervisor determined that the functions of the role must be done onsite?

- Complete mandatory safety training for return to work
- Complete return to work attestation

Has the employee expressed concerns about returning to work onsite?

- Does the employee have a physical or mental impairment that substantially limits one or more major life activities?
  - The employee should apply for a reasonable accommodation under the ADA – call UHRM at 801-581-2169 or email hraccommodations@utah.edu or complete the form at https://www.hr.utah.edu/forms/lib/ADA-Accommodation-Request.pdf

- At the discretion of the Dean/Director, can department make a temporary work adjustment (TWA) that will allow the employee to perform the essential functions of their position?
  (Fair and objective criteria will be applied to this decision and will be applied through oversight from Cognizant VP or designee)

- Is the employee age 60 or older with at least five years of benefits-eligible service?
  - Refer the employee to UHRM to discuss retirement options

- Supervisor should contact UHRM to discuss options

Please contact your assigned HR representative to answer any questions. Find your representative at: https://www.hr.utah.edu/contact/search.php